



# Conference Schedule

## WEPAN 2007 National Conference

### June 10-13, 2007

Disney's Coronado Springs Resort, Florida

### Saturday, June 9

12 noon to 6:00 p.m., WEPAN Board of Directors Meeting, Cancun

7:00 p.m. – 10:00 p.m., Conference Committee Planning/Dinner

### Sunday, June 10

8:00 a.m. – 6:30 p.m., Registration, Central Registration (near Coronado Ballroom Foyer)

8:30 a.m. – 12 noon, WEPAN Board of Directors Meeting, Cancun

9:00 a.m. - noon, Pre-Conference Workshop I, Coronado M  
*Writing an Effective Proposal (and other useful information)*

Presented by: Bevelee Watford, Ph.D., Program Manager Division of Undergraduate Education  
National Science Foundation

This workshop will focus on three primary topics: Proposal Enhancement Strategies, NSF Programs of Interest to Those Seeking Funding for Student Programs, and The Realities of the Review Process. After this workshop, attendees will be able to identify areas where proposals can be enhanced and made more competitive and will learn where to look within the various NSF programs for funding opportunities suitable for their student support program needs.

1:00 p.m. – 2:00 p.m., Pre-Conference Workshop II, Coronado M  
*Coming Together: Building Effective Corporate-University Relations*

Presented by:  
Tricia Berry, Director, Women in Engineering Program, University of Texas – Austin

Learn how to develop a corporate relations plan and communication strategy that will yield positive results. Understand the perspectives from both sides of effective corporate-university program relations and explore the various components of effective corporate-university program relations, including reporting and documentation, participation opportunities, and recognition and visibility.

1:00 p.m. – 4:00 p.m., Coronado Q, R  
*Imagining Your Future: Networking with a Community of Women in STEM with UCF-SWE and Florida Institutions*

“Imagining Your Future: Networking with a Community of Women in STEM” is the theme for this year. The session is especially targeted for undergraduate, graduate and faculty women in STEM Programs at 2 and 4+ year institutions. Students and faculty have a unique opportunity to network with WEPAN professionals through

interactive sessions and a reception. A track for students offers sessions on mentoring, leadership training, and transitioning from 2- and 4- year schools and on to graduate school. The faculty track will include resources available from WEPAN, funding sources, and a discussion of issues of interest to women STEM faculty.

### **WEPAN Committee Meetings**

1:00 p.m. - 2:00 p.m.	Awards Committee, Coronado A Research Committee, Coronado B Finance Committee, Coronado C
2:00 p.m. - 3:00 p.m.	Communication Committee, Coronado A Diversity Committee, Coronado B Professional Development, Coronado C Membership Committee, Coronado N
3:00 p.m. - 4:00 p.m.	All Committee Chairs, Coronado M
7:00 p.m. - 8:00 p.m.	Knowledge Center, Coronado A

### **4:30 p.m. - 5:30 p.m., Newcomers Meet 'n Greet Reception, Fiesta 8-9**

The Newcomers Meet 'n Greet Reception is a perfect opportunity to learn more about WEPAN and how to maximize your conference experience. Participants will be introduced to WEPAN leaders and provided an opportunity to network with representatives from institutions of higher learning, corporations, government agencies and other not-for-profit organizations that are focused on the full participation of women in engineering.

### **6:00 p.m. - 7:30 p.m., Conference Opening Reception, Coronado D-G**

Make new friends and reconnect with old ones at the Conference Opening Reception held at the Disney's Coronado Springs Resort. Enjoy welcoming ceremonies. Refreshments and a cash bar will be available.

## **Monday, June 11**

### **8:00 a.m. - 5:00 p.m., Registration, Central Registration (near Coronado Ballroom Foyer)**

### **8:30 a.m. - 9:30 a.m., Fiesta 6**

**Keynote Speaker:** Leah Jamieson, Ph.D., John A. Edwardson Dean of Engineering, Purdue University

### ***Changing the Face of Engineering: Emerging Opportunities***

### **9:45 a.m. - 10:45 a.m., Session M1-A: Discussion, Fiesta 1-2**

#### ***Effective WIE Programs***

Discussion Leader:

Julie Trenor, Ph.D., University of Houston, Houston, TX

### ***One Size Does Not Fit All: Engineering Effective WIE Programs for Urban Universities, Community Colleges and Minority Serving Institutions***

When it comes to WIE programs, one size does not fit all. Many WIE best practices are not applicable to urban universities, community colleges or institutions serving minorities with non-traditional student body characteristics. Join us in discussing ways to design unique support mechanisms for first-generation-in-college, commuter and ethnically diverse students.

**9:45 a.m. - 10:45 a.m., Session M1-B: Presentations, Fiesta 3-4**  
**College Recruitment, Retention, and Climate**

Moderator: Meghan Abella-Bowen

Ruth Dyer, Ph. D., Kansas State University, Manhattan, KS

***Parallel Paths: A College-Wide Peer Group Mentoring Program***

The Kansas State University College of Veterinary Medicine created a group peer mentoring program as part of the K-State ADVANCE Institutional Transformation Project. The Parallel Paths Program fosters the development of junior faculty, sustains the productivity of senior faculty, and facilitates success in their teaching, research, clinical, and service roles.

Charlene Allison, Ph.D., Edmonds Community College, Lynnwood, WA

***Theory and Practice in Recruiting Women for STEM Careers***

This paper will discuss links between theory and practice in recruiting girls and women into STEM education programs.

Jennifer Sheridan, Ph. D., University of Wisconsin, Madison, WI

***Climate Change at the University of Wisconsin-Madison: What changed, and did ADVANCE have an impact?***

Using data collected in 2003 and 2006, the ADVANCE program at the University of Wisconsin-Madison has documented institutional climate change in the sciences and engineering. We correlate these changes with the participation in two of the workshops developed by the ADVANCE program.

**9:45 a.m. - 10:45 a.m., Session M1-C: Presentations, Fiesta 7-8**  
**IBM: Empowering Women**

Moderator: Chris Anderson

Pushpa Thantry, IBM India Ltd., Bangalore, Karnataka

***Empowering Women To Lead in Business Environments through Effective Mentoring***

In today's business environment, diversity of thought is essential. It is in this area of gender sensitivity and diversity in work areas where proper practices of mentoring is needed. Many corporations have in-house mentoring systems that train fresh recruits for managerial positions through senior employees. This paper will highlight some initiatives by IBM in mentoring young women employees to become future leaders.

Marianne Le-Huu, Dominique Mathot, IBM, Paris, France

***Enhancing Your Career Path through Increased Visibility***

Establishing and growing internal and external visibility are critical skills. A technical career depends on this visibility. Most technical people do not know where to start to pro-actively manage visibility. Concrete criteria can measure the "visibility" plan. Visibility becomes a realistic measure of the career path.

Jean Kristufek, IBM, Durham, NC

***Innovate! Revitalizing Everyday Thinking from the Inside Out***

Everyone knows that innovation is an asset, both to an individual and to a company as a whole. Unfortunately, everyday patterns can make it hard to keep that innovative spark alive. This paper will describe what one area at IBM has done to stimulate an innovative culture.

Corporate Track

***Advancing Diversity in Engineering in Higher Education—The 30,000 Foot Perspective***

Dean View: Paul Peercy, Ph.D., Dean of Engineering, University of Wisconsin—Madison;

Corporate View: Cathleen A. Barton, U.S. Education Manager, Intel;

WEPAN View: Beth Holloway, Director, Women in Engineering, Purdue University, WEPAN President

In April 2007, the American Society of Engineering Educators (ASEE) Engineering Deans Institute (EDI) focused entirely on diversity in engineering. Presenters included national leaders from industry, government, academia and the not-for-profit sector, and all spoke to the need to attract and retain many more women and underrepresented minorities in engineering. This was a landmark conference, as it acknowledged both the control and influence that engineering deans have on diversity in their colleges, and the critical nature of the challenge. To open the dialogue at the WEPAN Conference, Paul Peercy, Chair of the ASEE Engineering Deans Council, will reflect on the presentations and accomplishments of the 2007 EDI, and share his ideas about diversity efforts that aim to affect individuals, groups and systems in engineering colleges across the country.

11:00 a.m. - 12:00 p.m., Session M2-A: Discussion, Fiesta 1-2

**WIE Advisory Board**

Discussion Leaders: Alana Johnson; Paige Smith, Ph.D., University of Maryland, College Park, MD; Beville Watford, Ph.D., Virginia Polytechnic Institute and State University, Blacksburg, VA

***Create the Consummate Advocate for Your Women in Engineering Program: an Advisory Board***

Creating an advisory board, when done properly, can provide vast benefits to your Women in Engineering program. Learn about advisory board fundamentals, the board formation process, and best practices for working with your board.

11:00 a.m. - 12:00 p.m., Session M2-B: Presentations, Fiesta 3-4

***College Retention and Beyond***

Moderator: Jenna Carpenter, Ph.D., Louisiana Technological University, Ruston, LA

Kerri Sleeman, Michigan Technological University, Houghton, MI

***Programs and Partnerships that Impact Retention***

The Michigan Tech Graduate and Undergraduate Initiative for Development and Enhancement (GUIDE) and ExSEL Programs make use of national best practice techniques, campus and community partnerships, and existing resources to increase the success and retention of participating students. Detailed explanations, suggestions for duplication, and evidence of success will be provided.

Karen High, Ph.D., Oklahoma State University, Stillwater, OK

***Program Assessment of a Living and Learning Community for Women in Engineering at Oklahoma State University***

Female students at Oklahoma State University can choose to be part of Maude's Quad which includes a learning community, career exploration and course clustering. The staff includes a chemical engineering faculty member, an academic advisor, and a residential life coordinator. Assessment results show that Maude's Quad structure is effective.

Lisa Frehill, Ph.D., Commission on Professionals in Science and Technology, Washington, D.C.

### ***What Do Women Do with Engineering Degrees?***

National-level data from the National Science Foundation's National Survey of College Graduates, 2003, examine the extent to which women with engineering degrees stay in the field, go to graduate school, or leave the field, and to what extent their experiences differ from those of their male peers.

**11:00 a.m. - 12:00 p.m., Session M2-C: Workshop, Fiesta 7-8**

### ***Project Management Engineering Concepts***

Workshop Leaders: Wanda Ronquillo, IBM; Juliet Pro, George Washington University, Washington, DC

### ***Project Management Engineering Concepts***

This workshop offers "hands on" activities that address developing a workable process, delegating, motivating, performing to critical specs, accuracy, quality production, managing unexpected changes, and working as a team to beat the competition. It's a class full of excitement with an introduction to real time project management concepts and challenges.

**11:00 a.m. - 12 noon, Session M2-D, Discussion, Fiesta 9-10**

### ***Corporate Track***

### ***Improving Diversity in Academia from the Dean's Perspective***

Discussion Facilitator:

Mary Juhas, Ph.D., Senior Assistant Dean, Diversity, Outreach & Communications, The Ohio State University, Columbus, OH

Panelists:

Jeremy Haefner, Ph.D., Dean of Engineering, University of Colorado—Colorado Springs; Leah Jamieson, Ph.D., Dean of Engineering, Purdue University; Jim Johnson, Ph.D., Dean of Engineering, Howard University

Within the framework of initiatives for individuals, groups, and systems that support diversity, this panel of deans will explore successful diversity initiatives, their ideas about "catalytic" approaches that could bring greater success, and barriers that could be lifted. One of the objectives of WEPAN's strategy includes engaging corporate, academic, and not-for-profit leaders in an ongoing partnership focused on effecting change within institutions. We anticipate a spirited dialogue that will inform participants and WEPAN's future work in institutional change.

**12:15 p.m. - 2:00 p.m., Keynote/Lunch, Fiesta 6**

Keynote Speaker: Jocelyn E. Scott, Managing Director DuPont Facilities & Capital Asset Productivity

### ***It's a Small World After All: The Challenges of Engineering Today***

**2:15 p.m. - 3:15 p.m., Session M3-A: Presentations, Fiesta 1-2**

### ***Outreach Programs for K-12***

Moderator: Ana Dison, University of Texas at Austin, Austin, TX

Fran Lee and Paige Smith, Ph.D., University of Maryland, College Park, MD

### ***Encouraging Girl Scouts through a Saturday Workshop***

The Girl Scout Engineering Saturday (GES) program at the University of Maryland, College Park is a primarily participant funded program developed in November 2002 and piloted in February 2003. Since the pilot programs, this program has been held in October and February of each year.

Kristina Kennedy, Glenda La Rue, The Ohio State University, Columbus, OH

***Engineers in Motion: Attracting High-Ability Students to Engineering through a Co-ed Camp Experience***

Engineers in Motion, a co-ed resident summer camp for high school students run by Ohio State's Women in Engineering program, uses faculty-led, team-building activities and partnerships with Honda of America Manufacturing to increase participants' awareness and enthusiasm about a career in the human mobility area of engineering. Information on program specifics including planning, recruitment, execution and assessment will be discussed.

Kauser Jahan, Ph.D.; Kathleen Sernak, Ph.D., Rowan University, Glassboro, NJ

***Engineering Clinics for Middle School Teachers***

This ECT (Engineering Clinics for Teachers) Program is a partnership between Rowan University's Colleges of Engineering and Education to provide an Engineering Clinic experience for middle school teachers and guidance counselors. Modeled after the unique Rowan Engineering Clinics, it utilizes real world problem solving via innovative creative measures.

**2:15 p.m. - 3:15 p.m., Session M3-B: Presentations, Fiesta 3-4**

***Graduate School: Mentoring and Doctorate Gender Differences***

Moderator: Loretta Krenitsky, Milwaukee School of Engineering, Milwaukee, WI

Brianna Blaser, Amy Wheelless, Elizabeth Litzler, University of Washington, Seattle, WA

***Enhanced Connections: Making Changes to Mentoring Programs for Science and Engineering Graduate Students***

The paper describes changes to an existing mentoring program for STEM graduate students. The changes have resulted in increased retention of participants and increased levels of satisfaction. The results from previous and current mentoring program evaluations are presented, and indicate that recent revisions to the program have had positive effects.

Lisa Frehill, Ph.D.; Amanda Lain; Ricardo Jacquez, Ph.D.; Karen Luces; Lauren Ketcham; Cecily Jeser-Cannavale, El Paso Regional Economic Development Corporation, El Paso, TX

***Mentoring Experiences: A Comparison of Women and Men Graduate Students in Engineering and Natural Sciences***

This session uses qualitative information from two interview sources. First, 48 men and women faculty members in science and engineering at a large public university were asked retrospective questions about their experiences with mentoring during their dissertations. Second, ongoing in-depth interviews and focus groups with graduate student participants in a special program provided additional information about students' mentoring experiences. We explore how gender and ethnicity play out in the mentoring process and how contextual factors impact this process as well.

Mary Anderson-Rowland, Ph.D., Arizona State University, Tempe, AZ

***The Doctoral Program in Engineering and Computer Science: Is It the Same for Women and Men?***

We are interested in learning why the doctoral degree in engineering completion rate is lower for women than for men. We examine the following questions through focus groups: Are women experiencing different obstacles than men, or do they react to the same hurdles in a different way? Do men receive more encouragement than women in their engineering doctoral programs?



**2:15 p.m. – 3:15 p.m., Session M3-C: Discussion, Fiesta 7-8**

***IBM's AleRT Task Force Findings***

Discussion Leaders: Robin Redden, IBM, Research Triangle Park, NC, Marva Richey, IBM, Austin TX

***IBM's ALeRT (Advancing Leaders Response Team) Task Force Findings***

A two-year task force (2003-2005) led by Robin Redden and Marva Richey of IBM's WebSphere discovered obstacles women and other minorities face in the fast-paced, competitive software engineering environment at IBM and what actions IBM could take to mitigate or remove those obstacles. The major concerns fell into three key categories: Organizational Culture, Recruiting, and Career Development and Retention.

**2:15 p.m. - 3:15 p.m., Session M3-D, Discussion, Fiesta 9-10**

**Corporate Track**

***Corporate Approaches to Diversity—What's Transferrable?***

Discussion Facilitator:

Linda Betz, Director, IT Policy and Information Security, IBM

Panelists:

Cathleen Barton, Intel, U.S. Education Manager; Beverly Leclerc, Raytheon; Johanna M. Anton, DuPont, DuPont Engineering Technology (DuET)

Many corporations now regard diversity as a key component in their capacity to innovate, and have a variety of programs in place to encourage diversity in their workforce. After a synopsis of preceding sessions, this panel will focus on the importance of diversity in the corporate sector, successful diversity initiatives, and knowledge and experience that could transfer to the academic setting.

**3:30 p.m. - 4:30 p.m., Session M4-A: Panel, Fiesta 1-2**

***High School Engineering in Massachusetts***

Panel Led by:

Yvonne Spicer, Ed.D., Director, National Center for Technical Literacy, Boston, MA

***Massachusetts: Making a Case for Females in Technology/Engineering***

Massachusetts took a bold step in 2001 to include engineering in its core K-12 standards and assessments - a step that has made a difference. The Technology/Engineering standards have had an impact on the engagement of females in STEM education and have been the catalyst for many promising changes within school districts. This panel discussion will focus on the gains as well as challenges to create greater opportunities for equity of young women in STEM fields.

**3:30 p.m. - 4:30 p.m., Session M4-B: Discussion, Fiesta 3-4**

***Sophomore Success for Women in STEM***

Discussion Leaders:

Lora Leigh Chrystal, Karen Zunkel, Ph.D., Iowa State University, Ames, IA

***Sophomore Success for Women in STEM***

The sophomore year is critical to the overall success and graduation of women in STEM fields. This discussion will share recent national research related to the sophomore year experience, information from focus groups with women in STEM fields, and ideas for best practices or programming for women in engineering.

**3:30 p.m. - 4:30 p.m., Session M4-C: Panel, Fiesta 7-8**

***Design Squad's Academic, Corporate, and Public TV Partnerships***

Design Squad Partnership Panel: Thea Sahr, WGBH, Boston, MA; Valerie Holt, Lehigh University, Bethlehem, PA; Cathleen Barton, INTEL Corporation Chandler, AZ; Jim Johnson, Ph.D., Howard University, Washington, DC

***Design Squad's Academic, Corporate, and Public Television Partnerships***

At this panel session, we will highlight the benefits of forming partnerships among academic institutions, public television stations, educators, and corporations. Panelists will share how they have used Design Squad, the new engineering show from PBS, to launch successful outreach initiatives and invigorate existing programs.

**3:30 p.m. - 4:30 p.m., Session M4-D, Discussion, Fiesta 9-10**

**Corporate Track**

***Moving from Ideas to Actions—What Can We DO?***

Discussion Facilitator:

Kimberly Douglas, Ph.D., Kansas State University, Manhattan, KS

Calling on the knowledge and experience of all participants, subgroups will develop realistic goals and actions to effect change, using the partnership of corporate supporters, Deans, Senior Academic Leaders focused on diversity, women in engineering directors, and WEPAN. Each subgroup will report out at the close of the session. The anticipated output is a set of activities that WEPAN can include in its strategy.

**3:30 p.m. - 5:00 p.m., Poster Session, Coronado B, C**

**4:30 p.m. - 5:15 p.m. Coronado A**

***Getting Involved: Overview of WEPAN Volunteer & Leadership Opportunities***

Diane Matt, WEPAN

Are you curious about being on a WEPAN Committee, Task Force, or becoming a Board member? WEPAN volunteers are an engaging group dedicated to making a difference. At this session, you'll hear some WEPAN history and learn about the new strategic plan, committee roles, basics of non-profit volunteering, and what it's like to get involved. All conference participants are encouraged to attend!

**5:15 p.m. - 6:00 p.m. 2008 Conference Committee Meeting, Coronado A**

**7:00 p.m. - 9:30 p.m. An Evening of Networking at Epcot (Buses depart at Porte Cochere - - off the Coronado Ballroom Foyer)**

## **Tuesday, June 12**

**8:00 a.m. - 4:00 p.m., Registration, Central Registration (near Coronado Ballroom Foyer)**

**Tuesday, June 12, 2007, 8:30 a.m. - 9:30 a.m., Plenary Session, Fiesta 6**

***The Welcoming University: How to Make Institutional Change***

Discussion Facilitator: Daryl E. Chubin, Ph.D., Director, Center for the Advancing Science & Engineering Capacity, AAAS



Panelists:

Jan Cuny, Ph.D., Professor, Computer & Information Science, University of Oregon, Eugene, OR; Sheila Edwards Lange, Ph.D., Interim VP Minority Affairs, University of Washington, Seattle, WA; Laurel Haak, Ph.D., Science Director, Discovery Logic; Karan Watson, Ph.D., Dean of Faculties & Associate Provost, Texas A&M University, College Station, TX.

This session encompasses the range of activities pursued under the rubric of “diversity,” with an emphasis on women within the academy. Its goal is to offer perspectives on how change is made on campus that explicitly values the contributions of all, i.e., overcoming barriers to participation and the advancement of women and persons of color. Panel members will profile their institutions and their personal experiences, given their current role, to change the climate, policies, programs, and practices for students, faculty, and administrators. This is long-term work in “mainstreaming” what is often seen as “special,” “targeted,” or otherwise stigmatized groups: how is it done, how can common pitfalls be avoided, how may “organizational intelligence” be better shared and adapted to local circumstances.

**9:45 a.m. - 10:45 a.m., Session T1-A: Workshop, Coronado D-E**

***Workshop: National Girls Collaborative Project***

Workshop Leaders: Karen Peterson, Puget Sound Center for Teaching, Learning and Technology, Bothell, WA; Jennifer McDaniels, Teach America, Lake Mary Prep. High School, and the American Association of University Women

***National Girls Collaborative Project: Successful Partnerships for Change***

Learn innovative ways to bring organizations together to collaborate to increase participation of women in non-traditional careers. Participants will learn about strategies and tools to promote effective collaboration among organizations in an effort to increase the number of women in STEM fields.

**9:45 a.m. - 10:45 a.m., Session T1-B: Presentations, Coronado F-G**

***Presentations: Minority Retention***

Moderator: Julie Trenor, Ph.D., University of Houston, Houston, TX

James Dorsey; Erik Jones; Lucy Casale, University of California, Oakland, CA

***Strategies and Alliances that Work: Retention Efforts that Have an Impact***

California MESA has aligned the MESA Engineering Program (MEP) and MESA Community College Program (MCCP) divisions to establish a comprehensive statewide scholarship initiative, which has strengthened the matriculation and communication channels for successful community college transfers in the STEM fields. This presentation will provide a snapshot of the core elements (retention and transfer components) modified to streamline the transfer matriculation process for STEM students. We will also share lessons learned on collaboration and external partnerships.

Elaine P. Laws, Michael Merritt, Ph.D.; Elizabeth Loia, AT&T Labs, Florham Park, NJ

***The AT&T Labs Ph.D. Fellowship Program--35 Years of Mentoring Women and Underrepresented Minorities--An Update***

AT&T Labs has provided Ph.D. support for women and underrepresented minorities pursuing graduate studies in science, mathematics, and engineering for the last 35 years. This paper provides an update of the results of this support over the last several years (2002-2006) as the company and industry have changed.

Mary Anderson-Rowland, Ph.D., Arizona State University, Tempe, AZ

***A Comparison of the Academic Achievements and Retention Rates of Women and Men Engineering and Computer Science Students in an Academic Scholarship Program Designed for Underrepresented Minority Students***

This study compares the academic achievement and retention rates of women and men students in a NACME academic scholarship program. Factors included in the study are: demographics, GPAs, first generation status, experience with an internship or research position, retention in the program, retention in engineering or computer science, and the extent to which the students followed the Guaranteed 4.0 Plan.

**9:45 a.m. - 10:45 a.m., Session T1-C: Workshop, Coronado R-S**

***Get It Done! Project Management from IBM***

Workshop Leaders: Annika Haglund, Sarah Weber, IBM, Essex Junction, VT

***Get It Done! (and Get It Done Now!)***

Project management is the foundation of successfully completing anything, from building a bridge to finishing a science fair project. It is a discipline that enables independent problem solving, a key educational skill and standard. This activity will demonstrate the principles of project management in a fun, non-threatening way.

**9:45 a.m. - 10:45 a.m., Session T1-D: Panel, Baja**

***Panel: What Construction Companies Look for in Hiring and How are Women Constructors Doing?***

Presenters: Taryn Edwards, Vice President, Hensel Phelps Construction Co.; Denise Burgess, President and CEO, Burgess Mechanical; Deidra Garcia, President and CEO, DRG Construction; Tina Martin, Project Manager, Hensel Phelps Construction Co.

***What is a Major Contractor Looking for When We Talk to Your Students - Hensel Phelps Construction Co. and Women in Construction: The Changing Face of Construction***

How do you change a male-dominated industry – one woman at a time. The world of construction has changed and you can learn how Hensel Phelps Construction Co., a billion dollar company, changed the perception inside and out of women's roles in one of the last areas of the male business world – construction. This workshop will cover the history of the company and its realization that the only way to grow successfully was through a diverse employment population, which reflected the communities they serviced. Speakers include an executive vice president of Hensel Phelps, program manager and two subcontractor owners, all women, who helped change the face of the construction industry.

**11:00 a.m. - 12:00 p.m., Session T2-A: Panel, Coronado D-E**

***The Power of External Mentors***

Moderator: Carol Muller, Ph.D., MentorNet, San Jose, CA

Arielle Drummond, Carnegie Mellon University, Pittsburg, PA; Graciela Perera, University of South Florida, Tampa, Florida; Julie Martin Trenor, Ph.D., University of Houston, Houston, TX; Donna Reese, Ph.D., Associate Dean for Academics and Administration, Bagley College of Engineering, Mississippi State University, Starkville, MS

***The Power of External Mentors for Women Pursuing Academic Careers in Engineering and Science: Stories of MentorNet ACE and its Protégés and Mentors***

The MentorNet Academic Career E-mentoring program involved 480 pairs of tenured faculty mentors/student early career protégés in its first three years. This panel features individual participants' firsthand experiences in the program, program origins and design, evaluation results, future program development plans, and how institutions can participate.

**11:00 a.m. - 12:00 p.m., Session T2-B: Presentations, Coronado F-G**

***Group Mentoring from Academia and Industry***

Moderator: Mary Juhas, Ph. D., The Ohio State University, Columbus, OH

Lisa Davids, Ph.D.; Heidi Steinhauer, Ph.D., Embry Riddle Aeronautical University, Daytona Beach, FL

***Improving the Educational Climate for Female Engineering Students through a Peer Coaching Program***

The ERAU CoE Coaching Program provides the opportunity for female engineering students to network and support one another. The 60 first-year female engineering students who enrolled this fall semester were assigned to, at minimum, two upper class coaches (in junior or senior standing). This provided a team atmosphere and provided the first-year students with several contacts, both same-aged and older, for support.

Padma Chukka, Renee Weisman, IBM, Poughkeepsie, NY

***Women in Technology***

Subnets can provide more personalized networking and support in an intimate group setting. This paper will explain how these small groups of woman networks are fulfilling these needs.

Lisa Davids, Ph.D.; Heidi Steinhauer, Ph.D.; Darris White, Ph.D., Embry Riddle Aeronautical University, Daytona Beach, FL

***The Role of Hands-On Female Student Project Teams in Comprehensive Outreach and Retention Programs***

The EmpoWER program presents female role models to current and prospective students through several methods, and a fulcrum of the program is the all-women Baja SAE team. An assessment of the project and how well the project meets the objectives of the EmpoWER program are discussed.

**11:00 a.m. - 12:00 p.m., Session T2-C: Presentations, Coronado R-S**

***Innovation, Leadership, and Where Do Women Go?***

Moderator: Janet Brelin-Fornari, Ph.D., Kettering University, Flint, MI

Moyra McDill, Ph.D., Carleton University, Ottawa, Ontario

***Membership Profiles in the International Council of Academies of Engineering and Technological Sciences (CAETS)***

The International Council of Academies of Engineering and Technological Sciences has 24 member academies. Academy fellows are recognized at the highest levels in their respective engineering community. The membership profile of 14 academies is presented with emphasis placed on the representation, age and discipline area of women fellows.

Chitra Iyengar, IBM India Pvt. Ld., Bangalore, India

***INDIAN WOMEN'S LEADERSHIP COUNCIL, IBM India Initiative towards 'Advancement of Women'***

Around the world, IBMers are addressing the area of advancement of women. Throughout our various business units, there is active participation in diversity councils and diversity networking groups, networking opportunities, a strong focus on mentoring, attendance at internal and external conferences and symposia, participation on steering committees, enhanced emphasis on executive and technical resources programs, administration of work/personal life employee surveys and diversity-specific hiring programs. The Advancement of Women is one of seven global diversity imperatives at IBM.

Helen Aderemi, Obafemi Awolwo University, Ile-Ife, Nigeria; Wunmi Hassan, National Centre For Technology Management, Ile-Ife, Nigeria; Willy Siyanbola, Ph.D., U.S.; Kehinde Taiwo, Ph.D., U.S.

### ***Women in S&T Employment in Nigeria***

This work reports the post-graduation occupational activities of female S&T graduates, enrollment and graduation figures, data on academic female staff in terms of number and performance, working conditions and career advancement. Appropriate policy recommendations are suggested to enhance the proper positioning of women in S&T.

**11:00 a.m. - 12:00 p.m., Session T2-D: Discussion, Baja**

#### ***Discussion: WIE Home Page: Web-based Marketing***

Discussion Leader: Tricia Berry, The University of Texas at Austin, Austin TX

#### ***Home Page Hints and Hazards: A Guide to WISE Web-Based Marketing***

Learn the basics of Web-based marketing, including audience navigation, dynamic content, content placement and site promotion. Participants will be guided through the design process as it relates to WISE Programs and will have the opportunity to explore content for their own Web sites through group exercises and a guided discussion.

**12:15 p.m. - 2:00 p.m. Awards Luncheon, Fiesta 6**

**2:15 p.m. - 3:15 p.m., Session T3-A: Workshop, Coronado D-E**

#### ***Design Squad's Outreach Program***

Workshop Leader: Ellen Robinson, WGBH, Boston, MA

#### ***Design Squad: Getting Kids Excited About Engineering***

Design Squad offers a powerful, multimedia project that has the potential to inspire and educate millions of kids—ultimately helping to build a new generation of engineering-literate citizens and future engineers. Design Squad has free educational resources engineers and educators can use in classrooms, after-school programs, and event settings to get middle school kids excited about engineering. At this interactive workshop, participants will learn how to lead hands-on engineering activities with kids, host events and workshops, train others, and discuss ways to incorporate Design Squad into national and regional outreach programs. Participants will have the opportunity to do hands-on engineering challenges from the Design Squad Educator's Guide and Event Guide, like designing a hidden alarm, building a toy car, creating a kinetic sculpture, and more. (All attendees will receive a free copy of the guides.)

**2:15 p.m. - 3:15 p.m., Session T3-B: Panel, Coronado R-S**

#### ***Updates from the Experts: Awardees Speak***

Panelists will be awardees from the following categories:

Betty Vetter Research Award,  
Women in Engineering Initiative Award,  
Breakthrough Award,  
Introduce a Girl to Engineering Day Award

#### ***Update from the Experts: Awardees Speak***

This session will spotlight the 2007 WEPAN Awardees, providing an opportunity for proven leaders in a variety of fields to discuss their work, current programming or equity-related initiatives. The session will communicate best practices and provide active models for attendees. It will allow attendees to track advances and continuing activities of proven programs, research and corporate models.